

# **SUPPORTED EMPLOYMENT LEADS TO SUCCESS**

*SEEING THE POSSIBILITIES*

# Questions?

- When you see a person with a disability, do you see a worker with a disability?
- If not, why not?
- Do you think a person with a significant disability can work?
- Why do people work?

# History of Supported Employment

- Started in US in 1980's as an employment strategy for job creation for individuals with intellectual disabilities. (Paul Wehman & David Mank)
- Continues to be a strategy for job creation for individuals with the most significant disabilities.

# Definitions

- Amendment to the Law of Rehabilitation of 1998- “is competitive work in integrated work settings, ...consistent with the strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice of the individual...for individuals with the most significant disabilities; (a) for whom competitive employment has not traditionally occurred; or

# Definition-1998

- (b) for whom competitive employment has been interrupted or intermittent as a result of a significant disability; and who, because of the nature and severity of their disability, need intensive supported employment services.”

# Definitions

- Workforce Investment & Opportunity Act  
2014 (Federal Statute)
- Competitive Integrated Employment: “Full-time or part-time work at minimum wage or higher, with wages and benefits similar to those without disabilities performing the same work and fully integrated with co-workers without disabilities.”

# Definitions-2014

- Customized Employment: “competitive integrated employment, for an individual with a significant disability, that is based on an individualized determination of the strengths, needs & interests of the individual with a significant disability,” “designed to meet the specific abilities of the individual & the business needs of the employer,” & “carried out through flexible strategies.”

# Definitions -2014

- Supported Employment:
- Definition modified
- Integrated competitive employment, or an individual working on a short-term basis in an integrated setting towards integrated employment
- Customized employment included
- Post-employment supports-24 months



# Underlying Principles of Supported Employment

- David Mank (1998):
- Work has meaning in life
- People with significant disabilities CAN work
- Integration and inclusion
- Choice and satisfaction are valuable
- Development of a career, not only employment
- Individual supports (not programs)

# Place & Train Model

- Supported Employment is place and train
- Supports concept of self determination
- Integrated employment
- Develop and utilize natural supports
- Long term, extended or ongoing supports needed to maintain employment

# NE VR Supported Employment

- Supported Employment Services
- Intellectual Disabilities
- Behavioral Health
- Acquired Brain Injury
- Autism

Place & train

Collaboration between provider and VR

# NE VR Supported Employment

- Follow VR referral & application process
- Eligibility: Priority 1 (most significant disability)
- Medical information must substantiate the disability – Explore the impact on work with the individual
- All referred for a Benefits Orientation

# NE VR Supported Employment

- Clients interests, abilities and support needs guide supported employment planning and selection of services
- Use of compensatory strategies or assistive technology should be considered early as possible in planning and service provision

# Who Needs SE Services?

- Difficulty maintaining a job
- Losing job(s) due to disability related behaviors
- Problems with authority figures, co-workers
- Problems with changes in work environment
- Need extra time and training to learn a job
- Problems with organizational skills

# Who needs SE Services?

- Needs intensive job search services, job maintenance services and long-term job supports for continued employment
- Client must have desire to work

# Planning-Supported Employment

- Behavioral Health
- Autism
- Acquired Brain Injury
- Intellectual Disabilities
- Important-understand the vocational implications of the disabilities
- Identify the strategies & accommodations needed for success



# Supported Employment Plan

- Develop Individualized Plan for Supported Employment
- Identify the services needed in getting, learning and maintaining a job
- Discuss the importance of allowing the SE provider the ability to contact and work with the employer

# Paying the Provider (s)

## Intellectual Disabilities:

- Identify the number of hours client wishes to work-payments based on number of hours worked
- Use milestone payment schedule-Find in Rule 72 & in the Program Manual
- Authorize for the TOTAL projected amount of the service at time of referral.

# Paying the Providers

- Intellectual Disabilities:
- 7 milestone payments (Initiate services, Start job, 30 days, Stabilization, 90 days post stabilization, 180 day post stabilization, 270 day post stabilization)
- Hours worked- Total amounts- (14 or less- \$1800; 15-19-\$2400; 20-31-\$3630;32+-\$4830)

# Paying the Providers

Acquired Brain Injury & Autism:

- Authorize total amount \$7000 at time of referral
- 5 Milestone payments (Referral/Initiate services, Job search & placement, Job coaching & stabilization, VR closure & long term supports report, Job maintenance incentive

## Behavioral Health:

- Braided funding model
- Authorize \$4000
- 5 Milestones (VR pays 1,3,4 & DBH 2 & 5)
- Referral & initiate services, Job search & placement, Job coaching & stabilization, VR closure & long term support report, Long term supports

# Successful Outcome

- Clients in follow up for at least 90 days
- ID clients have a stabilization period of at least 30 days & then moved to follow up
- Need contact with provider every 30 days for progress report. Contact with client every 90 days
- Client & VR must agree to successful outcome and VR must have contact with client prior to closure.

# Additional Information

- <https://rsa.ed.gov>
- <http://www.samhsa.gov>
- <https://www.communityinclusion.org/page.php?page=pubs>
- [https://www.communityinclusion.org/article.php?article\\_id=383](https://www.communityinclusion.org/article.php?article_id=383) Are Young Adults with Intellectual Disabilities Getting Work Experiences from Participating in the Vocational Rehabilitation Program? 8/2014

# More Articles

- [WIA is Now WIOA: What the New Bill Means For People with Disabilities 8/2014](#)
- [http://www.communityinclusion.org/article.php?article\\_id=266](http://www.communityinclusion.org/article.php?article_id=266) Supporting Individuals with Autism Spectrum Disorders.
- NE VR Program Manual: Case Services-Planned Services: SE Transitional, SE BH, ABI, Autism & ID, SE Community Support Program.